

USAID-FUNDED TANGANYIKA CONFLICT MITIGATION AND RECONCILIATION

ANNUAL REPORT - FY19

October 1, 2018 - September 30, 2019



CONTENTS

Abb	breviations and Acronyms	I
Exe	ecutive Summary	2
Pro	oject Background	3
Intr	roduction	4
Ove	rerview	5
Sun	nmary of FY19 Activities	6
C	Official Project launch	7
C	Orientation workshop	8
В	Baseline Survey	9
A	Applied Political and Economic Analysis (APEA)	10
T	The Organizational Capacity Assessment (OCA)	10
C	Organizational Performance Index	11
F	Financial and Administration Training	12
Pro	pjects Results	13
a	a. Results of the Key indicators	13
b	o. Key players' identification	14
C	c. Participation of women	15
d	d. Results from the Sub-recipient's activities	16
Suc	ccess stories	18
Plar	nned activities for 2020	19
Les	ssons learned	19
Pro	oject Challenges	19
Rec	commendations	20
<u>ر</u> م.	ndusion	21

ABBREVIATIONS AND ACRONYMS

APEA Applied Political Economy Study

CPMR Conflict Prevention Management, Resolution

DQA Data Quality Assessment

DRC The Democratic Republic of the Congo

ECHO Flight European Commission of Humanitarian Operations Flight

HQ Head quarter

HR Human Resources

IDP Internally Displaced PersonIGA Income Generation ActivitiesIRC International Rescue Committee

MELP Monitoring, Evaluation and Learning Plan
OCA Organizational Capacity Assessment

OCHA Office of the Coordination of Humanitarian Affairs

OPI Organizational Performance Index

PM Project Manager

SARRA Sub-awardee Risk & Responsibility Assessment

SoW Scope of Work SR Sub-recipients

TCMR Tanganyika Conflict Mitigation and Reconciliation
USAID United States Agency for International development

UNFPA United Nations Fund for Population Activities

UNHAS United Nations Humanitarian Air Service

EXECUTIVE SUMMARY

The USAID-funded Tanganyika Conflict Mitigation and Reconciliation Project aims to reduce the incidence of conflict between the Batwa and Baluba people of the Democratic Republic of the Congo. To this end, TCMR aims to strengthen peace and reconciliation efforts in the Nyunzu, Kalemie, Manono, and Kabalo communities. Year one of this two-year project has been successful in accomplishing substantial amount of the project interventions and bringing about lessons learned for year two. During the year, the communities were impacted by the presidential elections and long transition without government, neither national nor provincial, which further impacted the conflict in the region.

During this period, although there were instances of resistance, efforts by the project team including Pact and its local partners continued. This report presents the overview of these security dynamics, contextual understanding of the political economy and the results accomplished by the project interventions.



Figure 1. Site visite at Kabubili village

The overall security situation within the year showed a decline in the number of conflict cases. Through the efforts of this project, USAID, the government and relevant partners the cases of insecurity observed in Kalemie, Kabalo, Nyunzu and Manono was not a major concern.

Some of the core project activities focused on Behavior Change Communication via an interpersonal people to people approach, including public awareness, education through home visits, radio broadcasts and other activities such as focus group meetings and intercommunity dialogues.

PROJECT BACKGROUND

The United States Agency for International Development - funded Tanganyika Conflict Mitigation and Reconciliation Project (USAID/TCMR) aims to reduce the incidence of conflict between the Batwa and Baluba people of the Democratic Republic of the Congo (DRC). To this end, TCMR will strengthen peace and reconciliation efforts in the Nyunzu, Kalemie, Manono, and Kabalo communities by:

- Increasing cooperation and co-existence between the Batwa and Baluba peoples
- Strengthening conflict mitigation mechanisms and resolution processes for peacebuilding
- Improving livelihoods through social cohesion and collaboration



Figure 2. Site Visit at Kabubili village

TCMR aims to strengthen the capacity of local partners, key groups, and communities in peace-building and economic resilience, and of local and government institutions in conflict management. Through its people to people approach, Pact will bring change at the community and systems levels by employing community-identified and community-driven solutions. The project targets three groups: I) the men, women, and youth of the Batwa and Baluba communities; 2) local institutions; and 3) local government, with participatory, strategic, and systematic engagements based on a hybrid approach to reach a diverse set of key stakeholders and institutions. The project design is mindful of existing gender dynamics by empowering women to act as key motivators of reconciliation and instills a do no harm approach to ensure project activities do not exacerbate tensions or spark further violence.

INTRODUCTION

This annual report presents the achievements and lessons learned through implementing year I of the USAID-funded TCMR project, which aims to reduce the impact of conflicts between Twa peoples and Baluba. The first year of this project was marked by many challenges including the presidential elections and post-election period which triggered many uncertainties at the security level.

Within this context, conflict was born after the rebel war where the Baluba supported the Bakata katanga movement and the Twa collaborated with the FRDCs. Between 2013 and 2015, the conflict spread to Nyunzu and Kabalo, causing significant population displacements, incidents in the city of Nyunzu and ultimately, became widespread in the province. With time, the situation escalated and was uncontrollable at various levels. These incidents triggered the need for and implementation of humanitarian and conflict mitigation interventions – such as the establishment of local peace committees around Nyunzu and Manono and the organization of a peace forum in Nyunzu 2015 with the support of MONUSCO in December – which briefly stabilized the situation. However, these efforts failed to mitigate and resolve the factors causing the conflict, and violence erupted again in 2016.



Figure 3. Public awareness - Match of football

The conflict further increased in 2017, spreading to the Kalemie and Moba territories and generating further movements and displacement of people. Nearly half of the displaced people live in camps and among the local population near Kalemie. To date, hundreds of thousands of people are found in displaced camps, looted schools, and burned villages. Among them are women who are raped and killed, malnourished children and people with deteriorated health caused by HIV infections, malaria, tuberculosis and others. It is in this context that Pact implements the project focused on three main objectives that aims to reduce the impact of the crisis. This report will provide an overview of the current situation, major achievements through ongoing interventions, results achieved, prospects for the future and recommendations.

OVERVIEW

The TCMR project is located in the province of Tanganyika, and led by Pact with four local partners: CDJP Kalemie (Groupings of villages: Mtoa, Kabubili and Lukwangulo), CDJP Nyunzu (Groupings: Malemba, Ngoy, Mukomena and Ngombe), CDJP Manono (Groupings: Kayumba, Kiyambo , Bakonzo, Nyemba, Nkunda and Kitentu) and CDJP Kabalo (Groupings: Mbuli, Kabula, Kabamba and Kasinge).

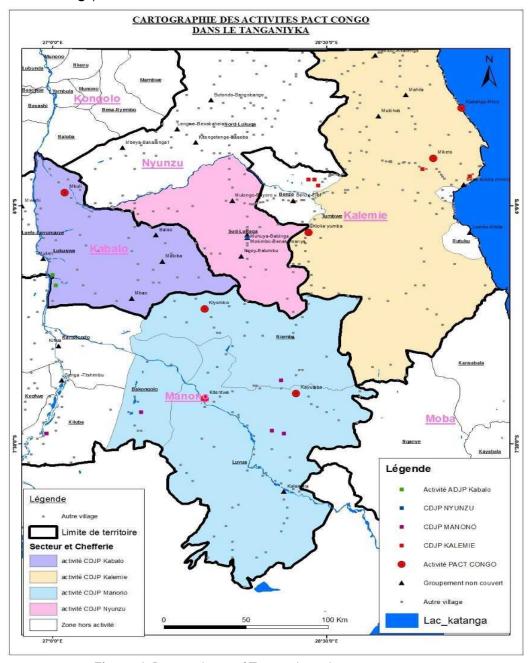


Figure 4. Provincial map of Tanganyika with mapping activities

SUMMARY OF FY19 ACTIVITIES

Table I: Key FY19 activities

QI Aug - Dec	Q2- Jan – Mar 19	Q3, Apr – June 19	Q4, Jul – Sept 2019
TCMR- Core Staff recruitment	Staff induction and orientation on the project implementation	Conduct the Organizational Capacity Assessment (OCA) to CDJPs	Conduct the community need assessment
Setup the program implementation	Signing the Sub-awards with the local partners – CDJPs	Conduct the Applied Political and Economic Analysis	Preparation of RGAs to be implemented in year 2
Procurement of the program materials and equipment	Mapping of intervention designing in all 4 territories of intervention	Conduct the OPI activities together with local partners (CDJPs)	Development of Year 2 work plan
Establishment of the financial system to manage a TCMR program	Local Partners Orientation Workshop on the proposals and program implementation		Preparation of the training on Business and CPRM
Establishment of Information Management system	Establishment of MELP system		
	Conduct baseline survey		

Official Project launch

Through the launch of the TCMR project, Pact aimed to receive the support of multiple stakeholders who would be committed to the goal of the project. It was launched by the Minister of Humanitarian Affairs Gender and Family in the presence of several stakeholders including United Nations Agencies, International NGOs, local NGOs, representatives of two Twa and Bantu communities, local partners and civil society.

Since the official launch was in the presence of politico-administrative authorities, it was considered formal, institutional and was part of the governance strategy to show political commitment to the community. Furthermore, this stakeholder engagement is important towards the perception of conflict mitigation and resolution. It highlights the individuals or networks of individuals (conflict actors) identified and involved in the implementation of this project, including government, partners, opinion leaders and communities.



Figure 5. Excellence Ministry of Humanitarian affairs, Gender and family Virginie Nkulu

Orientation workshop

After the official launch of the project, the local partners for the project were official onboarded and contracted. An orientation and capacity-building workshop on the project was organized to elaborate the overall objective, understanding and improvement of the project for the Pact project staff and its partners. During the three-day workshop, the agenda included:

- Building a common understanding of USAID grant management: mapping, objectives and expected results; limitations, gaps and risks; roles and responsibilities in implementation.
- Strengthening the capacities of Sub-Recipients on financial management, programmatic management and monitoring and evaluation.

This workshop was important for the partners, given that after the different presentations are discussed, the participants had to have a common understanding on all the contours of the project regarding planning, resource management, resource implementation, monitoring and evaluation as well as risk management.

At the end of this orientation workshop, the participants had perfect knowledge of:

- Pact's procedures relating to financial management, procurement and inventory management and monitoring and evaluation;
- The data collection and transmission process adopted in coherence with the monitoring and evaluation plan;
- The sequence of data collection, processing, transmission and periodicity;
- Information and management tools for the improvement of the management systems of their respective structures



Figure 6. Pact staff and Sub-awardees staff

Baseline Survey

The baseline was done in the 4 territories of the project implementation including Kalemie, Nyunzu, Kabalo and Manono. It was focused on these three objectives:

- Develop the project baseline to highlight data that can facilitate projections of change and guide the synergy of implementing partners;
- Have a thorough understanding of behaviors, attitudes and practices regarding conflict dynamics and peacebuilding;
- Support the implementing partners to initiate field activities.



Figure 7. Omari Field coordinator in Manono

This study was conducted by the TCMR M&E team in cooperation with local partners and volunteers for data collection. The simple random sampling was the method chosen with a sampling rate of 5 households out of a total of 742 households distributed in four intervention areas: 105 households in Kalemie, 258 households in Manono, 225 households in Kabalo and 154 households in Nyunzu.

The results of this study show that there is a diverse nature of conflicts in the intervention sites, among which we can note the harmful violence and destruction or burning of property or resources and many others. Based on the results presented, there is a need for a good business planning system that will enable the implementing actors to conduct the activities successfully in order to achieve the expected results. For example, we found that 62% of people think that the lack of livelihoods is at the root of this conflict, 67% do not participate in peacebuilding, 56% think that there is discrimination in the actions considering that the project does not cover all territories, and Twa consider themselves marginalized. That being the case, these data presented in the basic report will help decision-makers orient their actions accordingly.

Applied Political and Economic Analysis (APEA)

The APEA was conducted to analyze the contextual political economic on the ground to support good decision making in the project. The APEA study helped to better understand the dynamics of key power and social, political, economic and other incentives operating in the sector. As the APEA will be used to guide the key decisions of the project, its purpose was to:

- Better understand the dynamics of the network that has an impact on the TCMR program and to facilitate the improvement of project design and decision-making by managers;
- Identify the main windows of opportunity for dialogue with government and civil society actors, groups and service delivery organizations for future work; and
- Assess the level of interest and cooperation expected from the government on various issues and individuals, organizations and institutions to engage constructively in Tanganyika.





Figure 8. Training of APEA Led by Chantal Pasquarello) International Consultant

The Organizational Capacity Assessment (OCA) is a participatory, strengths-based approach that helps organizations measure their capabilities, prioritize organizational challenges, and implement improvement strategies. During the OCA's workshop with the CDJPs, 9 areas of capabilities was reviewed as per the follows: Gender and Non-Discrimination, Strategic Direction, Governance, Leadership and Organizational Culture, Financial Management, HR Management, Knowledge Management, Logistics and Asset Management and Office.

The participants were able to highlight the strong aspects and elements of their institutions as well as elements of weaknesses depending on whether it is in the area of the capacities they have recognized within their structures.

An institutional strengthening plan has been set up depending on short-term or long-term needs to address these weaknesses, including actions that were identified by CDIP partners themselves:

- Improve project management capacity in order to increase the loyalty of partners
- Train staff on sustainable livelihood;
- Retain loyalty with agents to increase the quality of services;
- Sensitize women to compete, to respond to positions when opening job offers; starting with all internal offers to CDIP;
- Display the administrative and communication documents to allow the exploitation by the staffs:
- Mobilize funds from different donors (looking for partners).



Figure 9. OCA training

Organizational Performance Index

The Organizational Performance Index (OPI) provides a repository and measures the change in organizational performance over time. This tool is utilized in a process that shapes the project's data collection, analysis and management. This activity was intended to measure the scope and areas where capacity development investments could have in improving the performance of implementing partners.



Figure 10. Luc Assosa, DRC Program Manager facilitating the OCA training

The previous analyzes revealed that the performance of the implementation structures contributes to the production of positive results at the field level. During the OPI missions, the team worked on necessary tools by reviewing all areas of the project and performance of an organization; each of which has a structure to achieve good service that produce good results. Recommendations have been made to partners to build capacity and collaboration. These tools will be used to monitor progress in improving the capacity of partners throughout the implementation period and to put in place necessary corrective actions.

Financial and Administration Training

Pact organized two workshops on finance, contractual and administration, one of which was held in Bujumbura and the other in Kalemie.

The Burundi training was facilitated by the Country Director, Financial Director and Pact HQ for the Pact Great Lakes Region staff. This workshop aimed at strengthening the team's capacity in procedures including program management, financial, administrative, human resources, logistics and procurement.

The workshop on financial procedures organized at Kalemie aimed at strengthening the capacities of local partners on Pact's financial and accounting management system. During this workshop, the partners were trained and equipped with financial management tools for sound results.

Projects Results

a. Results of the Key indicators

Year I of the project allowed the establishment of the structural foundation, including the official launch of the project, recruitment, training, capacity building, conducting a baseline survey and contextualize the political economy. These activities resulted the following results mentioned in the table below, which will further facilitate program activities and results in Year 2.

Table 2: Project results based on indicators

Indicator	FY19* Result	FY19 Target	FY20** Target	Deviation narrative
GNDR-10 - Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance	250	125	125	It was estimated that 250 women would be involved in the peace building process, with 125 in year I and the rest in second year. These women should all receive a series of trainings, coaching and then support the implementation of monthly community activities related to Behavior Change Communication (BCC) for the life of the project (LoP). The team found it useful and effective to recruit all 250 women in year I.
PS.6.2-3 - Number of USG-supported events, trainings, or activities designed to build support for peace or reconciliation among key actors to the conflict	39	26	24	The project targeted 26 activities for FY19 but exceed the number of trainings for peacebuilding.
DR.3.1-2 - Number of groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance	8	7	3	The project surpassed the target set for number of groups trained because there was a need for trainings to be conducted at the end of the fiscal year.

b. Key players' identification

The key players in the implementation of the TCMR project are the people who intervene directly as volunteers including young association, women members in the WORTH groups, mobilizers and community leaders serving as members of peace committees.

Table 3: Number of kay players identified in each category of groups

Description	Kale	mie						Nyunzu							Kabalo								Manono								Total			
	NT	Т	В	FT	МТ	FB	МВ	NT	Т	В	FT	МТ	FB	МВ	Т	Т	В	FT	МТ	FB	МВ	NT	Т	В	FT	МТ	FB	МВ	Т	В	тот			
YAs members	50	24	26	10	14	12	14	75	37	38	20	17	18	20	50	17	33	1	16	9	24	75	33	42	11	22	31	11	111	139	250	100%		
WHORTH group's members	50	22	28	22	0	28	0	75	33	42	33	0	42	0	50	0	50	0	0	50	0	75	31	44	31	0	44	0	86	164	250	100%		
Mobilizers	10	3	7	0	3	2	5	10	5	5	0	5	0	5	10	3	7	2	1	0	7	10	3	7	0	3	2	5	14	26	40	100%		
Peace Committee members	30	12	18	3	9	6	12	45	21	24	10	11	8	16	30	11	19	4	7	5	14	45	17	28	1	16	1	27	61	89	150	100%		
TOTAL	140	61	79	35	26	48	31	205	96	109	63	33	68	41	140	31	109	7	24	64	45	205	84	121	43	41	78	43	272	418	690	100%		

Key: NT: Number total, T: Twa, B: Bantu, FT: Female Twa, MT: Male Twa, FB: Female Bantu and MB: Male Bantu

c. Participation of women

Despite the exclusion of women from negotiation tables and safety, evidence of women's contribution to conflict prevention and resolution has been demonstrated in the project as per the figures in table below. With the participation rate of over 60% of key actors, women make a unique, substantial and measurable contribution to the quest for peace. Not only are they used for community activities and outreach, they play a very important role in prevention and early warning, peacekeeping, resolution and recovery.

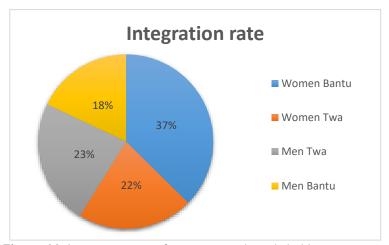


Figure 11. Integration rate of women in multi-stakeholder committees

One of the most successful elements is the multi-stakeholder involvement and integration of all conflicting parties in the fight against conflict. This figure above shows that the key players clearly demonstrate the importance of women in conflict resolution. There is a 59% representation or 406 women [248 Bantu women (37%) and 148 Twa women (21%)] serving as key players, compared to 41% or 284 men [160 Bantu men (23%) and 124 Twa men (18%)]. This demonstrates the social cohesion and the will of these two people to work together for the pacification and development of their communities.

d. Results from the Sub-recipient's activities

Conduct intergroup mobilization

This activity was intended to mobilize communities for planned activities during the period. For year I of the project it was planned to carry out this activity with 50 volunteers for each of the CDJPs. But only 40% on average of volunteers were active. These volunteers have helped in the preparation of the communication and reporting activities. At the same time, they will act as the group leader and mobilizer, who will oversee the respective activity groups, including the organization of meetings and the development of community outreach activities.

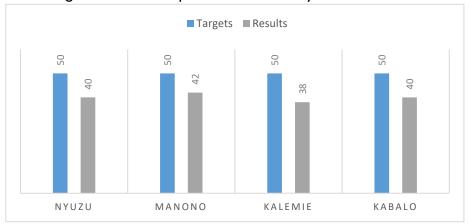


Figure 12. Number of intergroup mobilized

Facilitate focus groups

Focused group discussions were conducted on a monthly basis in all project sites. 842 people benefited from focus group meetings from a target of 1110 people i.e. 76%, detailed as follows: Nyunzu 192/300, Manono 180/240, Kalemie 230/270 and Kabalo 240/300. This activity greatly facilitated interpersonal exchanges between the two target communities.

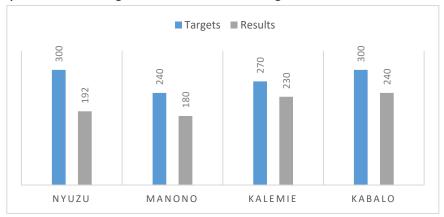


Figure 13. Number of focus group discussions

Conduct Door to door Sensitization

Door-to-door sensitization was organized in all intervention areas and specifically in the beneficiary households by 250 young people from the youth associations and 250 women members of WORTH groups. They were organized in groups of 25 each with a chef and in total, there were 20 groups of 25 people. On the basis of the tools developed by the monitoring,

evaluation and learning plan, household visits were made based on the reconciliation of Twa and Baluba people. Each volunteer worked individually and reported to the group supervisor, who in turn would report to the local partner. During this year, 47,813 out of the 43,000 people targeted were reached (111%) to increase sensitization and education on pacification. The objective of this activity was successfully achieved and surpassed. The score was well beyond the forecast by the Kabalo territory, which was able to achieve a score of 5049 out of 6500 persons reached (78%), which is also above the distinction.

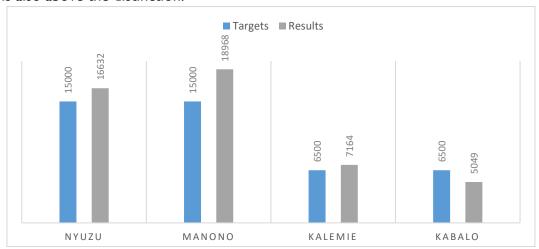


Figure 14. Number of door-to-door sensitization

Conduct awareness in public places

Public Awareness activity is a mechanism set up to educate a large number of people simultaneously. During year I, this activity took place each month with the support of young volunteers and women members of WORTH groups. This activity was carried out in several locations as planned and the following results have been achieved: Nyunzu, Manono, Kalemie and Kabalo. Several people were gathered in different villages located in the 4 target territories. This activity went well, and the results were over 90% with a large number of targets in the territories of Kalemie and Kabalo following the football masters organized in this territory, which brought together several people.

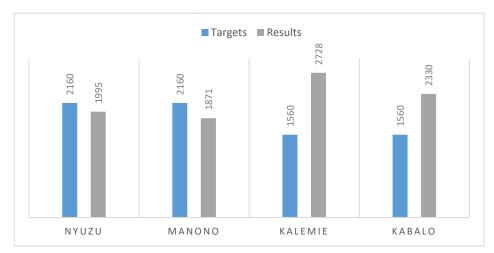


Figure 15. Number of awareness raising activities

SUCCESS STORIES

During sensitization activities by the CDIP on the peaceful coexistence between Twa and Bantu, a success story has just been accomplished in Nyunzu territory, Malemba village. The leader Twa Kyungu Moket 7/7, who is one of the very well-known Warlords specifically in Nyunzu and Tanganyika province, decided to - with his own conscience deposit a firearm and 10 munitions illegally held with the army through CDJP.



Figure 46. Recuperation of firearm in Nyunzu from Twa people



Figure 17. Recuperation of firearm in Nyunzu from Twa people

It was on Wednesday September 18, 2019 at around 3:25 pm that the solemn ceremony took place in the presence of the members of the youth groups, the Women members of WORTH groups and those of Barraza, the Major of the FRDC, the Captain in charge of military, the Chiefs villages including that of Twa village Kabambula and the entire population of Malemba.

For fear of being arrested, 7/7 has delegated his young brothers to accomplish this noble gesture that has given hope for lasting peace for the entire sector of South Lukuga. A firearm AKA 47 No. 2920 and 10 ammunitions were handed over to the military authorities and 7/7's written letter in which he reiterated his willingness to dispose of this war machine which was also withdrawn. This event was immortalized by the photos and a statement jointly signed by the CDJP and Bureau 2.

PLANNED ACTIVITIES FOR 2020

- Organizational Performance Index (OPI)
- Elaboration of community development plan
- Training on Conflict prevention, management and resolution (CPMR)
- Training on Business management
- Establishment of Income generation activities
- Implementing plan for year 2

LESSONS LEARNED

During this first year of project implementation, many lessons were learned. Long-term peacebuilding in Tanganyika Province should be based on addressing the causes that come simultaneously from community members, their leaders, and Congolese authorities at different levels. Many of these causes are embedded in social norms that manifest themselves in the attitudes and behaviors of community members. Other causes are institutions that lack responsiveness and do not fulfill their roles. Humanitarian or short-term interventions cannot respond to these causes since it does not provide sustainable growth and support to the livelihood of the communities. Rather, longer-term adaptive interventions are needed to respond flexibly to the dynamics of such a conflict over time and come to favor its resolution. It is this type of longer-term intervention that is needed to stabilize and improve the situation in Tanganyika.

PROJECT CHALLENGES

- Many actions for conflict resolution are not directed towards sustainable development
- Disengagement of many Peacebuilding actors and lack of continuous support
- Difficulty of economic reestablishment of IDP returnees in their villages (need of livelihood programs)

RECOMMENDATIONS

The effects of this conflict have greatly impacted the economic and social life of the Bantu and Twa communities. Today, there are hundreds of thousands of people in the camps of displaced persons going through a very remarkable state of vulnerability. What is worrying is that with the new government's policy, all IDPs are asked to return to their respective villages. Returning people to their village is a good thing, but it's a shame that when you get there, there are no basic structures and even livelihoods, which is also a big concern to the communities involved.



Figure 18. The beneficiaries of Lukwangulo welcome the USAID team

It is better for international donors and Congolese authorities to adequately respond to the humanitarian impact of this crisis on a large scale. This should be done with the aim of creating sufficient space for medium and long term interventions dedicated to conflict transformation and peaceful coexistence. In particular:

- ⇒ Ensure it sufficient allocation of resources to respond to the scale of the humanitarian crisis in Tanganyika. This must include the provision of food, health services, water and sanitation that are necessary to ensure the survival of the affected population. This humanitarian response must also be attentive to the principles of "do no harm";
- ⇒ Allocate sufficient resources to finance longer-term peacebuilding interventions. The main causes of the conflict are rooted at the community level. They include problems related to access to land, customary taxes, lack of responsiveness of local governance structures or discrimination against the Twa;
- ⇒ Work with provincial, territorial and local authorities and community leaders to identify criteria for the creation of new villages (Twas, Bantu and mixed) as well as objective criteria for the selection of Twa leaders in villages;
- ⇒ Support the ability of key territorial and provincial officials to contribute to mediation and conflict resolution.

CONCLUSION

The TCMR Project has been warmly welcomed by the Twa and Baluba communities and this project is receiving unquestionable support not only from the community, but also from civil society, provincial government and other partners. The objectives assigned for year I of this project have reached more than 80% of project targets. BCC's activities have been successfully completed with scores beyond the target. 842 of the III0 targeted people were included in focus group discussions, door-to-door outreach reached 47,813 of 43.000 people (III%) and sensitization in public places reached 8924 of 7440 targets (I20%). Other planned capacity building activities have been successfully completed such as APEA, OCA, OPI, finance training, and others mentioned above.

Stakeholder engagement has been effective with a particular integration of 60% of key female Baluba and Twa actors. Furthermore, the coordination of the actors played a crucial role in the achievement of objectives. Pact participated actively in multi-level coordination meetings, government, partners, Labor Group (WG) and Protection Cluster.

In the project's Year 2, Pact plans to strengthen its partnership relationships with the donor community to explore project extension opportunities and sustainability after the end of the project scheduled for August 31, 2020 to help communities hit by vulnerability. As a result of the intercommunal conflicts in question, Pact also plans to strengthen coordination with its partners to avoid any kind of duplication of actions in order to increase the impact in the context of peace building.

Finally, the lessons learned during the year will serve as a reference and best practice for Year 2. A recovery plan will be developed to transform challenges and weaknesses into strengths while activities will continue to be carried.